

HUMAN RESOURCES MEMORANDUM 14-027		DATE ISSUED: November 7, 2014
SUBJECT: 2015 Health and CoBen Contributions; Revised for Bargaining Units 2, 10 and 13		REFERENCE: PML 2014-037
TO: ALL DEPARTMENT OF GENERAL SERVICES EMPLOYEES		SUPERSEDES: HR Memo 14-016

PLEASE ENSURE THAT THIS INFORMATION IS SHARED WITH YOUR EMPLOYEES

Purpose This memo supersedes HR Memo 14-016 dated September 17, 2014. Collective bargaining subsequent to publication of HR Memo 14-016 resulted in changes to contributions and/or dependent vesting for Bargaining Units 2, 10, and 13.

Effective January 1, 2015 (December pay period).

The collective bargaining process is fluid and changes may subsequently be agreed to which could alter these amounts. A separate HR Memo will be distributed with any subsequent changes.

Health Contribution Rates;
Represented Employees

Health Contribution Rates –

Employees in Bargaining Units	Employee	Employee with 1 Dependent	Employees with 2+ Dependents
1, 4, 10, 11, 12, 13, 14, 15 & 21	\$524	\$1050	\$1368
9	\$557	\$1083	\$1401

Dependent Health Vesting Schedules (DHVS) –

BU's 1, 4, 10, 11, 12, 13, 14, 15 & 21 are subject to a 12-month DHVS:			
Dependent Contribution Level	Employee	Employee with 1 Dependent	Employees with 2+ Dependents
75%	\$524	\$919	\$1157

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CoBen Allowance

CoBen Allowance –

Employees in Bargaining Units	Employee	Employee with 1 Dependent	Employees with 2+ Dependents
2, 7, 16, and 19	\$569	\$1123	\$1469
Excluded Employees	\$604	\$1167	\$1515

Dependent Health Vesting Schedules (DHVS) –

CoBen Allowance for Employees Subject to a 12-month DHVS: BU 19

Dependent Contribution Level	Employee	Employee with 1 Dependent	Employees with 2+ Dependents
75%	\$569	\$992	\$1258

CoBen Allowance for Employees Subject to a 24-month DHVS: BU's 2, 7, 16

Dependent Contribution Level	Employee	Employee with 1 Dependent	Employees with 2+ Dependents
50%	\$569	\$860	\$1047
75%	\$569	\$992	\$1258

Dependent Vesting FAQ's

What is dependent health vesting?

Dependent health vesting provides new employees a reduced employer health benefits contribution toward dependent coverage during their first 12 or 24 months of service.

New employees in Bargaining Units 1, 4, 10, 11, 12, 13, 14, 15, 19, and 21 not previously eligible for health benefits under state civil service, receive:

- 75 percent of the employer contribution for dependent health coverage during the first 12 months of service.
- After completing 12 months of service, new employees receive the full employer contribution for dependent health coverage.

New employees in Bargaining Units 2, 7, and 16 not previously eligible for health benefits under state civil service, receive:

- 50 percent of the employer contribution for dependent health coverage during the first 12 months of service.
- 75 percent of the employer contribution for dependent health coverage during months 13 through 24.
- After completing 24 months of service, new employees receive the full employer contribution for dependent health coverage.

**Dependent
Vesting
FAQ's
(Cont'd)**

What prior state service exempts new employees from dependent health vesting?

A new employee must meet all of the following criteria to be exempt from dependent health vesting:

- Previous appointment date prior to January 1, 2007 for employees in Bargaining Units 1, 3, 4, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, and 21 and July 1, 2006 for employees in Bargaining Units 2 and 7;
- Must be a state civil service appointment (UC and CSU appointments are not state civil service); and
- Employee must have been eligible for state health benefits (it does not matter whether or not the employee actually enrolled in health benefits, as long as they were eligible to enroll).

What counts as a month of "service" for dependent health vesting?

The vesting period begins with the month an employee is first eligible for state health benefits. The vesting period is a continuous 12 or 24 months, unless the employee permanently separates from state service. Upon reinstatement following a permanent separation, the employee must serve the remainder of their vesting period.

For Permanent Intermittent (PI) employees, the vesting period begins following the completion of a control period; at the point the PI becomes eligible for health benefits. For example, if a PI meets the required hours in the July 1 through December 31 control period, they first become eligible for health benefits on February 1. The vesting clock starts on February 1 and continues to run unless the PI permanently separates or loses health eligibility. Upon reinstatement or resumption of health eligibility, the employee must serve the remainder of their vesting period.

If an employee from a non-vesting bargaining unit or an excluded employee transfers to a bargaining unit subject to dependent health vesting during their first 12 or 24 months of service, are they subject to dependent health vesting?

A state employee already receiving the 100 percent employer health contribution remains at the 100 percent contribution level.

If an employee from a bargaining unit subject to dependent health vesting transfers to a bargaining unit not subject to dependent health vesting during their first 12 or 24 months of service, must they continue to serve out their vesting period?

The employee begins receiving the 100 percent employer health contribution upon appointment to the non-vesting bargaining unit.

Questions

Please refer to the appropriate collective bargaining agreement for the specific criteria for determining if an employee is subject to dependent health vesting.

If you have any questions regarding the information provided above, please contact your assigned OHR Personnel Specialist.

ANGIE BOLDRINI, Personnel Officer
Office of Human Resources

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